

Meeting date: 15 April 2021, 11-12:30

Meeting place: Teams

Attendees: Anne Jensen, Maibritt Hjorth, Chiara de Notaris, Hans Christian Bøgelund Jakobsen, Hanne Vester, Brian Vinter

Minutes: Ida Marie Gerdes

Absent with apologies: Ole Hertel

1. **Approval of agenda**

Agenda approved

2. **Approval of minutes**

Minutes approved

3. **Mandate for the committee – draft**

The committee suggested tasks and wordings for the mandate. It was suggested that one of the tasks in the analysis could be to define measures to follow and observe - not as KPI but as a tool for suggesting initiatives.

It was mentioned that the committee should also contribute by telling the “good stories”, when we succeed with our tasks.

The mandate will be circulated in the committee for final comments before approval by the Dean and Vice Deans.

4. **Strategy/action plan – discussion the topics one by one – finding the burning platforms, topic 1 and 2?**

The item was postponed

5. **Mentoring including support for competitive positions and funding**

Young researchers wishes more transparency and feedback in some application processes since it is unclear how and where applications can be improved. It should be discussed if mentoring and feedback in preparing research application are important tools to obtain a more diverse and gender balanced faculty and to retain and motivate top talents. It should also be discussed in a more general matter how we use feedback/peers and build feedback structures at all levels within the faculty.

It could be inspiring for the applicants to know why someone else was picked and what made the difference. But it is difficult to say exactly



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what should be improved in an application as the goal line can change next year. Feedback is both a “justification”, a learning platform but also a process where the candidate gets used to writing applications - and to get rejections.

It is important that supervisors are equipped for giving feedback, but it can be a vulnerable process if the supervisors don't consider it important or if the project is with another supervisor. If the supervisors only give scientific supervision but not “career supervision” this must be brought to the Vice dean for Research and talent development. Feedback could be given to the supervisor from the Vice Dean, and the supervisor/mentor could pass the feedback on to the candidate.

6. Conclusions and perspectives from the 8th March discussions

It was decided to distribute links to the conference to the departments. The website of the committee will also be updated with links to AU work on gender equality (incl. link to the conference)

The talks can be found here:

<https://www.youtube.com/playlist?list=PLhSjoGiCgYkvvQQI6YiYzoLkz5Zlh-AeA>

There were many junior researchers and mostly all heads of departments were at the online conference. The next conference will be in two years, but not on the 8 March since this date perhaps sends a one-sided signal.

The committee discussed the “two year rule” (which is not a rule but a recommendation) and that it should be more clear and transparent what you gain from a longer stay abroad and how this can be communicated.

7. News from AU committee for gender equality

- There is a strong focus on gender and inclusion within the funding programmes and it will be a requirement to focus on this in research proposals (Anne will share presentation if possible)
- The corona situation has affected the number of publications coming from female researchers

8. Next meeting

The committee decided to have a longer meeting on the Strategy/Handleplan as soon as possible (May/June).

9. AOB

After the meeting the committee was asked for written comments for the follow up on the Action Plan. The general comments from the faculty will be shared with the committee.

Future themes:

1. Strategy/action plan
2. Identify why women leave academia for industry
3. Process for identifying the challenges
4. Role models